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# The Glass Ceiling: Women Reaching the Top

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## **The Glass Ceiling: Women Reaching the Top**

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This paper seeks to examine whether the “glass ceiling” is still problematic and existent in the United States today. While steps to reform and revise business practices to equalize pay grades between the sexes, much of corporate America still follows the tradition of women taking a backseat to men when it comes to salaries and positions of leadership. Taking into consideration education and experience as the two main determinants of pay, the paper seeks to determine whether women are still being discriminated against when equal pay comes into play. The former notion of women as incapable of the same performance as men place them at a disadvantage when it comes to workplace evaluations and promotions as well. The paper examines the evolution of discrimination in the workplace from before the Civil Rights movement in the 1960s and today.

Findings of this paper will help current and future leaders of corporate America if they are interested in removing inequality in their organizations. A more equitable business atmosphere can improve morale among employees and diversify the ideas, talents and skills of an organization therefore improving productivity and profitability.